

# **CRANSTON SCHOOL COMMITTEE MEETING**

**MONDAY, SEPTEMBER 19, 2005**

**WESTERN HILLS MIDDLE SCHOOL**

**400 PHENIX AVENUE**

**EXECUTIVE SESSION: 6:00 P.M.**

**PUBLIC SESSION: 7:00 P.M.**

## **MINUTES**

The regular monthly meeting of the Cranston School Committee was held on the evening of the above date at Western Hills Middle School with the following members present: Mr. Archetto (arrived at 6:28 p.m.), Mrs. Greifer, Ms. Iannazzi, Mr. Lupino, Mr. Stycos, and Mr. Traficante (arrived at 6:39 p.m.). Mr. Palumbo was absent due to illness. Also present were Mrs. Ciarlo, Mr. Scherza, Mr. Votto, and Mr. Balducci.

The meeting was called to order at 6:12 p.m. It was moved by Ms. Iannazzi, seconded by Mrs. Greifer and unanimously carried that the members adjourn to Executive Session pursuant to RI State Law 42-46-5(1) Personnel and PL 42-46-5(2) Contract and Litigation.

Mr. Lupino, acting as Chair, reconvened the meeting at 7:30 p.m.

The roll was called and the Pledge of Allegiance conducted.

**Mr. Lupino stated that Mr. Palumbo had called him, and he is absent due to illness.**

**Mr. Lupino commented that the public could sign up to speak on agenda and non-agenda items.**

## **I. COMMUNICATIONS**

**Mrs. Greifer reported that this afternoon at Confreda Farms she and Mr. Stycos along with many parents did some corn husking. Tomorrow many of the school children in Cranston will be having fresh corn for lunch. Vinny Confreda who is the owner donated the corn for this project. The Director of Health, David Gifford, was there along with Ken Airs who is the Chief of the Department of Agriculture for the State of Rhode Island. Unlike some officials who show up at functions for the first few minutes for a press opportunity, they stayed for the duration and shucked horn. Mr. Gifford was wearing his business suit, but stayed for the entire program. It was a very nice event, and they will be doing it again next Monday so the students will have corn next Tuesday.**

**Mrs. Ciarlo announced that Wal Mart has donated two new computers. They will be placed one at Park View and one at Gladstone Street Schools. The district is very**

**grateful to Wal Mart. They have supported education through the years. These computers will be placed in the ESL rooms at those schools.**

**Ms. Iannazzi stated that she knows that everyone's pockets may be a little empty right now after donating to Hurricane Katrina Relief, but Councilman Barone has started a fund called AED's for Athletes with the goal of having an AED at each athletic field in Cranston. If the public could contribute, it would be a great thing. Checks can be mailed to AED's for Athletes, c/o Jeff Barone. His phone number is 463-3305. One can reach him to find out more about this cause.**

## **II. COMMITTEE REPORTS**

**Mr. Stycos reported that the Recreation Committee held a meeting. The City is changing its company who will run the ice rink. They are hoping to do phase 3 of Briggs Farm athletic field next year when the bonds are sold. They are also planning on re-doing three playgrounds next year with Community Block Grant money. Those playgrounds are Gladstone, Park View, Smith Street, which is in northern Edgewood, and Arlington. They will probably be looking for parents to participate on picking out the equipment for the**

**playgrounds**

### **III. MINUTES – August 15, 2005; August 31, 2005; September 7, 2005**

**Moved by Mrs. Greifer, seconded by Ms. Iannazzi, and unanimously carried that the minutes of August 15, 2005; August 31, 2005; and September 7, 2005 be approved.**

### **IV. SPEAKERS – Agenda Items**

**Audrey Guttin, Program Supervisor, Family and Consumer Science – She spoke on Resolution No. 05-9-11. She stated that the main focus of her subject area is nutrition education. They have been the originators and leaders of nutrition education since the inception of public education. Their primary concern has always been the health and well being of the students. Last week it was brought to her attention that a committee was being formed for childhood obesity in the schools. Since she has served for the past two years on the city's Nutrition Council as well as two other Family and Consumer Science teachers, she questioned as to why a Family and Consumer Science teacher would not have been included as a member of this committee. Family and Consumer Science, a.k.a Home Economics, has always been in the forefront of healthy child development and nutrition. She would appreciate the committee's consideration of**

having herself or another member of her department on this committee.

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Frank Flynn, President, Cranston Teachers' Alliance – He spoke on Resolution No. 05-9-11. He indicated that while childhood obesity and Type II Diabetes are at epidemic proportions in this society, this is more of a technical matter. There are four appointments that would be represented by his bargaining unit. It has been a long standing practice that any teachers who serve on committees throughout the city are appointed by the President of the Alliance. He reserved the right to make those appointments, and this takes that right away from him. He asked the committee to reconsider those appointments. As a matter of record, generally those appointments are made in consultation with the Chairperson of the committee or the administrator who is most appropriate. They have a very healthy working relationship, and virtually always the people who are most appropriate such as Family and Consumer Science in this case, would be people he most certainly would recommend.

Mr. Flynn also spoke on Resolution No. 05-9-18 which accepts the retirement of Superintendent Ciarlo. He would be remiss if he didn't thank Mrs. Ciarlo for all her wonderful years of service to the children of Cranston.

**City Council President Aram Garabedian, 173 Belvedere Drive – Mr. Garabedian stated that the Mayor has raised issues recently on the issue of contracts that publicly the School Committee is not presenting data. He served six years on the School Committee, and normally when the committee did a budget, they followed the City Charter which states they will do a budget for the ensuing fiscal year. In preparing the contracts and putting them together, there would be information that the administration would have in preparing budgets because when one is going to give a group of teachers a pay raise, the committee would know what the number is. There may be some teachers who retire and some who stay. Many of the costs are unpredictable, and he felt that it was not unreasonable that in presenting a contract for three years that the administration have the projection numbers. He felt that it was not inappropriate for the city to ask for the appropriate fiscal note number even though there is no legal requirement for it. The public, knowing that there is a number, are more satisfied when they know the numbers are somewhat realistic. When he ran for Council citywide, he hoped for a higher co-pay by the teachers and other employees. In his political literature, he stated that he favored 20%. He was referring to Resolution No. 05-9-12. Rather than this becoming a big issue, it wouldn't hurt the public to see numbers for a teachers' contract based on three years. In all the years he has been around, no one ever asked for it. Now that the question has been asked, he didn't feel it was unreasonable.**

**Councilman Allen Fung, 252 Mayfield Avenue – He spoke on Resolution No. 05-9-12, Resolution No. 05-9-13, and Resolution No. 05-9-14. He stated that he was in favor of Mr. Stycos's and Mr. Archetto's resolution particularly on the detailed financial estimate. What the School Committee and the school administration are doing by not answering these types of long-term contracts three years out is imposing not only a**

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**serious financial obligation on the schools city wide but also the entire city. Those on the City Council are the funding mechanism that has to take into consideration not only the funding mechanisms for the entire city but the greatest portion of the funding mechanism goes toward the schools. They need to know not only what is readily going to be in the contractual obligations this year but also into years two and three. Those help in their budgetary considerations, and it is difficult when they cannot get estimated reasonable projections of what the contractual obligation is going to cost. Even on the city side, those fiscal notes that are attached to many of their ordinances provide the impact to see whether or not there are sufficient funds within the city budget to do it and how much is it going to cost on a continual basis. The contractual obligations and benefits within each contract are a fluid target because health care costs rise on an annual basis. For the past three years that he has been on the City Council, they have been ranging anywhere between 12% up to 18%. These**

types of fluid numbers need to have some type of projection now so that they can appropriately budget. It is tiring to keep coming back here year after year during that budgetary process and seeing another \$10 million increase request. They need to get their hands-on grasp now. It is a legal and financial obligation that the committee is entering into and something that should not be taken lightly, and for the Council to consider the funding source on a future basis, they need to know not only what is in the contract but also how it is going to impact their budgeting practices. Running a city as a whole is a very difficult task, and the school department is the largest piece of the budget, and the Council needs the projection. That is why he is asking the committee to support Mr. Stycos's and Mr. Archetto's resolution. On Resolution No.'s 05-9-13 and 05-9-14, he has not seen any numbers relating to those contracts. Unfortunately, he was not here to express his opinion on the contracts the first time because he was out of state on business. Hopefully there will be more concessions on that because these types of benefits are the ones they really need to get a hold of. They have no problem staffing and paying, but the benefits are the ones that overall as a city they have to take a serious look at.

City Councilwoman Paula McFarland- She stated that she was coming before the committee not in support of Resolution No.'s 05-9-12, 05-9-13, and 05-9-14. Obviously, it is the School Committee's job to make the decisions whether or not they publicly want the taxpayers as well as the Council members to understand the budget process.



**She knows that there are increased costs in the budget along with cost savings. The committee needs to make a fiscal determination before they vote to approve contracts without having any determination of balancing either way whether those cost savings are increases. Annually the City Council and the School Committee meet together. Only within a few months the committee will have to do that in anticipation of where the district's costs will be heading in the next five years. She hoped that the committee would take the opportunity to let the Council know early on where that will be going. She did have some concerns because the Mayor sent a letter today to the Council asking them one on one to support his letter and move it forward. She was unsure if the committee had received this letter. Mr. Lupino said that he had not. Mrs. McFarland**

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**further commented that in this resolution it asks for a detailed cut list outlining the recommendations to cut an additional \$1 million in school funding should the City Council and/or the Mayor not allocate the additional promised \$1 million. She asked the committee to keep in mind that this was surplus money. If one were to look at the minutes of the Council's meeting during the budget process, they indicated that the \$1 million would be from a surplus. Obviously, they can't anticipate surpluses from year to year so the Council cannot ask the committee to put that as a part of their base budget. In making a decision on this resolution, the committee needs to indicate**

that this surplus may not be allocated next year if there is no surplus in the city or in future years. Obviously, that dollar amount will have to be absorbed in a request from the School Committee out of their budget process. She will be introducing an ordinance to ensure that any surplus funding to any entity in the city will not be added to any base budget at any time in the future.

Mayor Stephen Laffey, 63 Tallman Avenue – He spoke on Resolution No.'s 05-9-12, 05-9-13, and 05-9-14. Mayor Laffey read the following letter into the record: The letter is dated September 19, 2005. Dear Mr. Palumbo: The hallmark of good public policy is open discussion and dialogue of matters that affect the public. The School Committee's legal and financial obligations incurred as a result of collective bargaining agreements are just the type of subject that demands public disclosure and accountability. At its meeting of September 7, 2005, the Cranston School Committee considered and ratified a collective bargaining agreement with the Cranston Teachers' Alliance. The School Administration did not present—and the School Committee did not require—an estimated financial impact analysis for each year of the collective bargaining agreement. As a result, the School Committee obligated the City to shoulder the cost of a legal and financial obligation without having so much as an estimate of the future cost.

This highly imprudent action needs to be rectified. The undersigned members of the City Council and Mayor wish to send a unified

message that, as we are charged with balancing all of the City's priorities while holding the line on taxes, we are raising the bar on what is expected of city entities that negotiate and enter into collective bargaining agreements. Specifically, no collective bargaining agreement should be ratified by a governing body without a fiscal note that provides an estimated fiscal impact for each year of a collective bargaining agreement.

This policy is prudent, responsible, and does not encroach upon your ability to conduct school operations. It is merely a policy of public disclosure and deliberation before such agreements are codified, and we trust that you will recognize the value of public disclosure to the citizens and taxpayers of Cranston. Sincerely yours, Stephen P. Laffey, Mayor; John E. Lanni, Councilman Ward 5; Jeffrey Barone, Councilman Ward 6; Allan Fung, Councilman Citywide.

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The Mayor added that in his two plus years of being Mayor this may be the most frustrating thing. Councilman Garabedian referred to it as not a big deal, but he felt it was one of the biggest deals. It is hard to go back sometimes and think about December 31, 2002 when the City was on the verge of bankruptcy. There were hidden accounts all over the City of Cranston. They literally came close to missing

payroll for the hard working employees of the City of Cranston. The past City Council, himself and administration and members of this City Council tried very hard to bring transparency back and bring the City back to where it belongs and get the bond rating up so that the projects that the committee is talking about next year will actually get done. Without an investment grade bond rating, they wouldn't get done ever. Nothing for Cranston East, no paving of roads, etc. It is extremely important that the city keep transparency. The taxpayers of Cranston paid a very big burden to get the City back to where it is today. The School Committee owes it to them to tell them what the cost is. 55% of the budget is school spending. The expenses next year are contracted to go up 8% or 9%. That means that the rest of the budget, the police, firemen, the Senior Center, and the gasoline costs would have to go down 11% to keep taxes from going up. In an election year, there will be members of the City Council who will be calling for another tax freeze. He won't be putting forth any imprudent budgets again; he didn't do it last year or in the election year. He doesn't know how the committee could sit there. He knows that two will vote one way and the others another way just like the other night and not do the right thing for the taxpayers. He hasn't not gotten into what is in the contract or the 5% co-pay versus the 10% co-pay. He is talking about bringing back transparency for the taxpayers. They owe it to them. He is dismayed by the fact that the committee won't do it. Before the last meeting, they came over trying to get it, and no one would give it to them. They know they have it; Joe Balducci has it, and if he doesn't Ray has it or Rick has it. Put it

on the internet and let people look at it, but they won't.

**Councilman Jeffrey Barone, 16 Samuel Court – He stated that he wished to speak in favor of Resolution No. 05-9-12. He first referred to item No. 3 in this resolution where it addresses the financial estimate of the additional costs. He stated that as elected officials, be it School Committee or City Council, they owe it to the taxpayers to reveal the dollar amount. Some people may not know exactly what a 3.5% increase is. He knows that he would like to see it in a dollar amount. The other Council people who spoke advocated that they fund the School Committee with a funding body. It is the elected officials' responsibility to make it public to the taxpayers so that they know exactly what 3.5% and 5% are. He knows that the School Committee has capable people of projecting these figures. He doesn't think that anyone hold the committee to them, but there are qualified people on the committee who would be able to come up with these figures if they can't do a cost projection. They could probably do an average from history of what the increases would be. He urged that the committee pass this resolution.**

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**Valerie Schulie, 27 Farm Street – She asked to speak on Resolution No. 05-9-18, the retirement of Superintendent Catherine Ciarlo. She**

stated that it was with great sadness and joy to see this Resolution. Great sadness for the parents, the teachers, and the students of Cranston but great joy for her that she can go on and enjoy her retirement and do all that she wants to do. She asked Mrs. Ciarlo to please not forget everyone. If she is needed, she asked her to be available on the phone. She has lived in seven different states, and she has had the joy and privilege of working with many superintendents; and none of them have been quite so dedicated and has she loved working so much as with Catherine. Mrs. Schullie thanked her for her time.

Councilwoman Cynthia Fogarty, 60 Ausdale Road – Mrs. Fogarty stated that when she became a Council member three years ago the city's financial problems through years of fiscal irresponsibility caused this city to be almost bankrupt. It had a depleted pension fund, there were audit reports that were years overdue, a surplus fund that was wiped out, and the city was managing its own bond funds. They couldn't even put them together as to where the money was, and all of a sudden there was no money to finish the school that was in the process of being built. Since then, the Council has put a lot of checks, balances and controls in place on the city side as much as they could. They had a Financial Review Board of which the School Committee had to answer to. The Council put into place an Audit Committee. They have compliance with their Charter terms, and they comply with fiscal notes. This current administration did try to slip through some financial ordinances that did not have fiscal notes, and

they were held to the requirement and sent them back and they came back with fiscal notes. She was speaking in favor of section three in particular because it compares most to what the Council requires for a fiscal note for financial spending on the city side. She did ask for more numbers at the first meeting regarding the teachers' contract. All of these things in place are what put Cranston in a stronger financial position, and they need to continually work to keep Cranston in that position both from the school side and the city side. They need to find ways so that they can improve their financial position. She recommended that this be a requirement that the committee has. The Mayor has the luxury of acting solely on his behalf, and she didn't add her name to his letter today because she works as a member of a body. On Monday, she will present a resolution to the City Council similarly requesting that the School Committee requires this type of fiscal note and let the Council body address it, consider it, and take a vote on it in that form. She asked the committee to consider that. They need to continue to recover in Cranston, and by having sound fiscal policies, that is how it is going to happen.

She further commented that she wished to address the retirement of the Superintendent. She stated that it has been a joy working with her and learning all of the great commitment she has made to the Cranston Public Schools, and she will be missed.

**Mr. Garabedian stated that the Mayor earlier said that he had commented that it wasn't a big deal. What he meant was that it wasn't a big deal to present the numbers from what the committee had already done through the public. He agreed that it was a good idea to have the numbers. He was referring to the fact that it wouldn't be a big deal for the Council to present the numbers for the next three years.**

## **V. CONSENT AGENDA**

**Mr. Lupino listed the Resolutions that would fall under the Consent Agenda: No. 05-9-15 (addendum changing William Savasta from fourth step to sixth step); No. 05-9-16, No. 05-9-17, No. 05-9-19, No. 05-9-20, No. 05-9-21, No. 05-9-23 (addendum adding Heidi Carla and Emilie Mendillo); No. 05-9-24, No. 05-9-25, No. 05-9-26, No. 05-9-27, No. 05-9-28, No. 05-9-29, No. 05-9-30, and No. 05-9-31**

## **PERSONNEL**

**NO. 05-9-15 – RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed for the 2005-2006 school year:**

**William Savasta, salary to be at the sixth step of the prevailing salary**



**schedule**

**Education – Providence College, BS**

**Experience – Cranston Public Schools' Substitute**

**Certification – Secondary Business**

**Assignment – Cranston High School East, Business, 1.0 FTE**

**Effective Date of Employment – September 6, 2005**

**Authorization – Replacement**

**Fiscal Note: 11311012 512100**

**Lena Cabral, salary to be at the second step of the prevailing salary schedule**

**Education – Rhode Island College, BS**

**Experience – Cranston Public Schools' Substitute**

**Certification – Elementary/Middle Special Education**

**Assignment – Gladstone School Planning Center, .5 FTE**

**Effective Date of Employment – September 13, 2005**

**Authorization – Replacement**

**Fiscal Note: 11911012 512100**

**Antonetta Upton, salary to be at the first step plus Masters of the prevailing salary schedule**

**Education – Rhode Island College, BS; University of Rhode Island, MLIS**

**Experience – Smithfield Public Schools' Substitute**

**Certification – Library Media, PK-12**

**Assignment – Cranston High School West, Librarian, .5 FTE**

**Effective Date of Employment – September 14, 2005**

**Authorization – Replacement**

**Fiscal Note: 12625313 513200**

**NO. 05-9-16 – RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:**

**Jonathan Pratt    Social Studies**

**Edmund Hathaway    Special Education Middle/Secondary**

**Debra Gentile    General Subject Matter, K-12**

**Marianne Solsberg    Special Education Middle/Secondary**

**Kristin Silberman    Elementary**

**Jennifer Schavone    General Subject Matter**

**Tamarra Egan    Elementary**

**Tiffany Brown    Secondary English**

**Maria Giardello    Secondary History**

**Wanda Derouin    Elementary ESL**

**Lisa Lutrario    Elementary**

**Michelle Nonis    Elementary**

**Justine Dean    Elementary**

**Carlos Pinhancos    Secondary English**

**Meagan Kane    Special Education Elementary/Middle**  
**Dina Cappalli    Elementary**  
**Kristen Cesario    Special Education Elementary/Middle**  
**Kristine Nixon    Special Education Elementary/Middle**  
**Eddy Remy    General Subject Matter**  
**Kristin Pusateri    Elementary**  
**Nicole Sylvestre    Elementary**  
**Jessica Melillo    Elementary**  
**Basilios Basilios    General Subject Matter**  
**Damian Barbosa    Secondary Science**  
**Anabela Olsen    Secondary Spanish**  
**Michael Choun    ESL, K-12**  
**Debbie Painter    Elementary**  
**Kevin St. Jacques    Middle/Secondary General**  
**Kristen Hill    Elementary**  
**Laurel Givens    Secondary Business**

**NO. 05-9-17– RESOLVED, that at the recommendation of the Superintendent, the following certified staff member be granted a leave of absence without compensation as provided in Article XIX, Section B of the Master Agreement between the Cranston School Committee and the Cranston Teachers' Alliance:**

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**Michele Caniglia, Teacher**

**Elementary**

**Effective Dates: February 2006 to September 2006**

**Jessica Palumbo, Teacher**

**Cranston High School East**

**Effective Dates: September 2005 to September 2006**

**NO. 05-9-19 – RESOLVED, that at the recommendation of the Superintendent, the resignations of the following certified personnel be accepted:**

**Vincent Varrechione, Assistant Principal**

**Bain Middle School**

**Effective Date: September 2, 2005**

**Mary Ellen Gelinas, Teacher**

**Cranston High School East**

**Effective Date: August 24, 2005**

**Alyssa Chang-Lee, Psychologist**

**Special Services**

**Effective Date: August 26, 2005**

**NO. 05-9-20– RESOLVED, that at the recommendation of the Superintendent, the following individuals be appointed as athletic coaches:**

**James Creamer, Assistant Girls' Tennis, Cranston High School East**

**Step – 5**

**Class – D**

**Playing Competition – High School**

**Experience – Coaching Other Sports**

**Certification – RI Coaches Certification; CPR/First Aid Certified**

**Michael Fitzgerald, Freshman Football, Cranston High School West**

**Step – 5**

**Class – D**

**Playing Competition – Cranston High School West**

**Experience – Volunteer Coach Cranston High School West Football**

**Certification – RI Coaches Certification; CPR/First Aid Certified**

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**NO. 05-9-21 – RESOLVED, that at the recommendation of the Superintendent, the resignation of the following coaches be accepted:**

**Joseph Picano, Assistant, Football**

**Cranston High School West**

**Effective Date: August 8, 2005**

**Craig Sacco, Assistant, Girls' Tennis**

**Cranston High School East**

**Effective Date: August 17, 2005**

**Robert Jackson, Head, Hockey**

**Cranston High School East**

**Effective Date: August 18, 2005**

**Thomas Short, Junior Varsity Boys' Basketball**

**Cranston High School West**

**Effective Date: September 12, 2005**

**NO. 05-9-23 – RESOLVED, that at the recommendation of the Superintendent, the following non-certified employees be appointed:**

**Dawn Rodier, Three-hour Food Service Worker**

**Food Service**

**Effective Date of Employment – September 7, 2005**

**Fiscal Note: 33647179 511000**

**Spyridoula Fontaine, Three-hour Food Service Worker**

**Food Service**

**Effective Date of Employment – September 7, 2005**

**Fiscal Note: 32947179 511000**

**Louis Divers, Bus Driver**

**Transportation**

**Effective Date of Employment – September 7, 2005**

**Fiscal Note: 14347543 517200**

**Arlene Bilodeau, Bus Driver**

**Transportation**

**Effective Date of Employment – September 7, 2005**

**Fiscal Note: 14347543 517200**

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**Paula Holt, Secretary**

**Hope Highlands School/Gladstone School**

**Effective Date of Employment – September 7, 2005**

**Fiscal Note: 13447115 / 11947115 515400**

**Stella Colarusso, Bus Monitor**

**Transportation**

**Effective Date of Employment: September 7, 2005**

**Fiscal Note: 14347518 518600**

**Rosemary Lusigan, CNA Instructor**

**Adult Education Program**

**Effective Date of Employment: September 12, 2005**

**Fiscal Note: 16278712 512100**

**Heidi Carla, School Based Coordinator for Career and Technical Education**

**Cranston High School East and Cranston High School West**

**Effective Date of Employment: September 13, 2005**

**Fiscal Note: 51913114 510140**

**Emilie Mendillo, School Based Coordinator for Career and Technical Education**

**Cranston Area Career & Technical Center and New England Laborers'/Cranston Public Schools' Construction Career Academy**

**Effective Date of Employment: September 13, 2005**

**Fiscal Note: 51974114 510140**

**NO. 05-9-24 – RESOLVED, that at the recommendation of the Superintendent, the following non-certified personnel be appointed as substitutes:**

**TEACHER ASSISTANT**

**Maria Richard**

**BUS DRIVERS**

**Salvador Saban**

**Kimberly Lettieri**



# **CUSTODIAN**

**Donald Pontarelli**

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**NO. 05-9-25 – RESOLVED, that at the recommendation of the Superintendent, the retirement of the following non-certified personnel be accepted:**

**Jo-Anne Aucone, Six-hour Secondary Cook**

**Food Service**

**Effective Date: September 1, 2005**

**NO. 05-9-26 – RESOLVED, that at the recommendation of the Superintendent, the resignations of the following non-certified personnel be accepted:**

**Maria Manzi, Secretary**

**Hope Highlands School**

**Effective Date: August 11, 2005**

**Ann Foss, Bus Driver**

**Transportation**

**Effective Date: August 23, 2005**

**Alyssa Hopkins, Teacher Assistant**

**Waterman School**

**Effective Date: September 7, 2005**

**Lisa Marie Courtemanche, Teacher Assistant**

**Dutemple School**

**Effective Date: September 7, 2005**

**Sharon Cavanaugh, Bus Monitor**

**Transportation**

**Effective Date: September 3, 2005**

**Francis White, Three-hour Food Service Worker**

**Food Service**

**Effective Date: August 22, 2005**

**Linda Rosenfeld, Library Clerk**

**Stadium School**

**Effective Date: September 7, 2005**

**Marie Iacobucci, Three-hour Food Service Worker**

**Food Service**

**Effective Date: August 23, 2005**

**Alesandra Branca, Teacher Assistant**

**Orchard Farms School**

**Effective Date: September 13, 2005**

**NO. 05-9-27 – RESOLVED, that at the recommendation of the Superintendent, named non-certified staff member be laid off from their respective position due to budgetary reasons:**

## **GRANTS**

**NO. 05-9-28 – RESOLVED, that the Cranston Public Schools submit to the Rhode Island Senate, the following legislative grants:**

**Cranston High School West Legislative Grant \$1,000**

**Cranston High School East Band Legislative Grant \$ 500**

**Western Hills Middle School Legislative Grant \$2,500**

**Garden City School Community Literacy Legislative Grant \$ 500**

## **BUSINESS**

**NO. 05-9-29 - RESOLVED, that the Cranston School Committee accept the 2004-2005 In\$ite Expenditure Report as required by Article 31.**

### **POLICY AND PROGRAM**

**NO. 05-9-30 - RESOLVED, that at the recommendation of the Superintendent, the following Conference/Field Trip of Long Duration be authorized:**

**Arthur Montanaro, music teacher and Cranston West Band Director, and Christine Baum, resource teacher and Falconette/Westernettes' advisor, students in the band, and the Westernettes and Falconette students to travel to Anaheim, California, from April 18, 2006 to April 23, 2006 to perform at the Magic Kingdom Parade before an international audience and to have the opportunity to attend music workshops and watch other students perform.**

**NO. 05-9-31 - RESOLVED, that Policy No. 5111, Admissions, as amended, be approved for second and final reading.**

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**Moved by Ms. Iannazzi, seconded by Mrs. Greifer and unanimously carried that these Resolutions be adopted.**

**Mr. Traficante stated that he wished to make a comment regarding the statement that Councilwoman McFarland read into the record. He indicated that this committee fully understood and fully anticipated the fact that when the Council announced in March that the School Committee would receive the \$1 million from anticipated surplus, they fully understood and comprehended the fact that the \$1 million would not be added to their base. The School Committee's budget still remains at approximately \$115 million. He asked her to tell the City Council members that the committee anticipated the money coming to them. Therefore, in their deliberations whether it be a contract or a line item dealing with supplies, materials, etc. they did anticipate that money and included it in their budget process.**

**Moved by Ms. Iannazzi, seconded by Mrs. Greifer and carried with Mr. Archetto and Mr. Stycos opposed to adjourn into Executive Session pursuant to RI State Law 42-46-5(2) contract and litigation.**

**The committee adjourned to Executive Session at 8:05 p.m.**

**Mr. Lupino reconvened the public session at 8:30 p.m.**

**Moved by Ms. Iannazzi, seconded by Mr. Traficante and unanimously carried that the September 19, 2005 Executive Session minutes remain confidential.**

## **VI. RESOLUTIONS**

### **SPONSORED BY MR. STYCOS**

**NO. 05-9-11 – Whereas, the percentage of children who are obese is increasing, and**

**Whereas, the incidence of Type II Diabetes in children is increasing, and**

**Whereas, the Rhode Island General Assembly has directed every school committee to form “a sub-committee of the school board or committee to decrease obesity and address school health and wellness policies for students and employees,”**

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**Be it RESOLVED that a committee shall be formed to make recommendations to the School Committee consisting of:**

- 1. seven parents, one appointed by each member of the School Committee**
- 2. two members of the School Committee**
- 3. the School Food Service Director**
- 4. a Food Service worker selected by their union**

- 5. the Director of Health and Physical Education**
- 6. a health and physical education teacher appointed by the Director of Health and Physical Education**
- 7. a school-nurse teacher appointed by the Program Supervisor of Nursing**
- 8. a high school student selected by each high school principal**
- 9. a teacher selected by each high school principal**
- 10. a high school principal appointed by the Superintendent**
- 11. a representative of the Bain faculty appointed by the Bain Middle School principal**

**Moved by Mrs. Greifer and seconded by Mr. Stycos that this Resolution be adopted.**

**Mr. Stycos stated that he was open to changing the composition of the committee. There is a rule in the state law that there have to be more members of the public on the committee than employees of the school department. Right now there are eleven non-employees and ten employees so there are some limits on what can be done. He stated that he agreed with Audrey Guttin's comment. It was a good criticism.**

**Mr. Stycos moved to amend this Resolution as follows: No. 9 where it states a teacher selected by each high school principal, he would change it as follows: A teacher jointly selected by the high school principals. He noted that they would select one person between the**

two of them. He said that he spoke with Mr. Frederick, and it was fine with him. Mr. Lemoi wasn't present, but they work together well. He further amended as follows to add a Family and Consumer Science teacher appointed by the Supervisor of Family and Consumer Science Services. If the committee could approve that amendment, they could then deal with the question of the union appointees.

Mr. Traficante seconded the motion.

This amendment was adopted unanimously.

Mr. Stycos remarked that with regard to the teachers' union appointees, the last time the teachers' union did have one appointment, and that appointee never came to a

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meeting. The reason the appointee was originally put on the committee was because there was a concern that because they were going to talk about a longer lunch period that this would impact on a collective bargaining issue which he thought was a good point. This person never came to a meeting. That is why, when he went over the makeup of the committee this time to re-do it, he eliminated that position because the last time there were teachers appointed by the union and by other people. Mrs. Ciarlo commented that over the years the school department has had numbers of committees, and



they have always asked the Teachers' Alliance to select the individuals who represent them. She wouldn't want to take one example, and as a result of it, change a policy that has been very effective. They have always worked very collaboratively with administration to be sure that there is the best people to serve on those committees. She asked the committee to reconsider it and allow the Alliance to make the choices.

Mr. Stycos asked if the health and physical education teacher, the school nurse teacher, the one appointed by the Family and Consumer Science Department and the one appointed by the principals should all be appointed by the union. He added that the Bain person did not have to be a teacher. Mrs. Ciarlo suggested that if it turns out to be a teacher, allow the Alliance appoint the person. If not, it would be the choice of the principal. Mr. Stycos asked the committee if it was the consensus of the committee that they would like that done. Mrs. Greifer said that it was. She asked why Bain was singled out on No. 11. Mr. Stycos responded that he would answer her question at a later time. The consensus of the committee was to allow the Alliance to appoint those faculty members.

Mr. Stycos moved to amend this Resolution as follows: That the health and physical education teacher, the school nurse teacher, the Consumer Science teacher, and one other teacher, a fourth teacher, be selected by the Cranston Teachers' Alliance.

**Mr. Traficante seconded the motion.**

**This amendment was adopted unanimously.**

**Mr. Lupino indicated to Mr. Stycos that he was asking a high school principal appointed by the Superintendent to serve. Mr. Lupino thought that there would be better attendance because of the strained schedules they already have, particularly with their efforts to attend many after-school functions, if Mr. Stycos amended this Resolution to say high school principal or designee appointed by the Superintendent where she might choose someone who is an assistant at that juncture.**

**Mr. Stycos stated that he would accept this as a friendly amendment.**

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**Mr. Traficante moved to amend this Resolution as follows: A high school principal or designee appointed by the Superintendent.**

**Mrs. Greifer seconded the motion.**

**This Amendment was adopted unanimously.**

**Mr. Stycos referred to Mrs. Greifer's earlier question as to why Bain was singled out. He stated that Bain has selected a healthy lifestyle as an issue for this year. Mr. Tom Barbieri, Principal of Bain Middle School, would explain the school's theme for this year. Mr. Stycos felt that it would be very good to have someone from Bain keeping the committee informed on what they were trying to do, what was succeeding, and what was failing. They are the first school that is trying to make this a big issue, and that is why he picked a representative from Bain. Mr. Barbieri explained that one of the middle school things that are done is to select a school wide theme. Last year it was the 75th Anniversary of Bain Middle School. They held academic events and events around this theme. This year the school is doing healthy bodies, healthy minds. They are doing some school wide themes based on that. Some of those include looking at how the students are eating in the cafeteria, a book they choose to read school wide, or any culminating activities will have that same theme present.**

**Ms. Iannazzi suggested that another way to get Bain involved would be to amend this Resolution to read the principal of Bain or his designee.**

**Ms. Iannazzi moved to amend No. 11 on this Resolution as follows:  
The Bain Middle School Principal or his designee.**

**Mrs. Greifer seconded the motion.**

**This Amendment was adopted unanimously.**

**This Resolution as amended four times was adopted unanimously.**

**Mr. Lupino stated to Mr. Stycos that he assumed that Mr. Stycos would be serving on this committee. Mr. Stycos commented that it does say two members of the School Committee. In the past, Mrs. Greifer has served with him on this committee. He added that if someone else wanted to serve, the committee could amend it to read three members of the School Committee. Mrs. Greifer indicated that she would serve on this committee.**

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**This Resolution as amended now reads:**

**SPONSORED BY MR. STYCOS**

**NO. 05-9-11 – Whereas, the percentage of children who are obese is increasing, and**

**Whereas, the incidence of Type II Diabetes in children is increasing, and**

**Whereas, the Rhode Island General Assembly has directed every**

**school committee to form “a sub-committee of the school board or committee to decrease obesity and address school health and wellness policies for students and employees,”**

**Be it RESOLVED that a committee shall be formed to make recommendations to the School Committee consisting of:**

- 1. seven parents, one appointed by each member of the School Committee**
- 2. two members of the School Committee**
- 3. the School Food Service Director**
- 4. a Food Service worker selected by their union**
- 5. the Director of Health and Physical Education**
- 6. a health and physical education teacher, a school nurse teacher, a consumer science teacher, and one other teacher be selected by the Cranston Teachers’ Alliance**
- 7. a high school student selected by each high school principal**
- 8. a high school principal or designee appointed by the Superintendent**
- 9. the Bain Middle School Principal or his designee**

**SPONSORED BY MR. STYCOS AND MR. ARCHETTO**

**NO. 05-9-12 – Whereas, information is the key to good decision planning and decision making,**

**Be it RESOLVED that the School Committee directs the**

**Superintendent within one week to:**

**1 prepare a detailed cut list outlining how she recommends paying for the \$1.8 million in unbudgeted costs resulting from the recently negotiated teachers' contract.**

**2. prepare a detailed cut list outlining how she recommends to cut an additional \$1 million in school funding should the City Council and/or Mayor not allocate the additional promised \$1 million.**

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**3. prepare a detailed financial estimate of the additional costs and savings due to the recently negotiated teachers' contract in fiscal year 2006-2007 and 2007-2008.**

**Be it further RESOLVED that these reports be posted on the school department's web site within ten days, and**

**Be it further RESOLVED that the Chairman schedule a Monday evening meeting, no later than the October 17, 2005 School Committee meeting, to consider the reports.**

**Moved by Mr. Stycos and seconded by Mr. Archetto that this Resolution be adopted.**

Mr. Traficante asked Mr. Stycos and Mr. Archetto if they would accept a friendly amendment. He explained that during the budgetary process the committee reduced the health care account by \$2 million to reach their goal of \$115 million. They also reduced their pension relief account by \$600,000. In essence, the committee is in the red approximately \$2.6 million just with those two line items. The committee received \$1.3 million from the State of Rhode Island for pension relief which leaves a balance of approximately \$1.3 million again in the red. If one adds to that the \$2 million for the contracts the committee is going to vote on, which includes all the unions, they are looking at approximately \$3.3 million. If the committee gets the \$1 million from the City Council, there won't be a \$3.3 million problem but rather a \$2.3 million problem. The friendly amendment is basically asking Mr. Stycos and Mr. Archetto to wait until the November School Committee meeting which is the first budget revision. By that time, the committee will have a better handle on where the Council and the Mayor stand regarding that \$1 million. Also, the committee should have completed their negotiations with the custodians, secretaries, food service workers, CAMS, and the technical instructors, which is five additional unions; and it will give Mr. Balducci a better idea of how the committee stands in terms of its fiscal situation with the City Council, the contracts, and everything else that goes along with it.

Mr. Stycos stated that he recognized that it was offered in a friendly

manner, but he thought it undermined some of the things he is trying to get at which is that the committee has a budgetary problem, and Mr. Traficante described it better than he could. The committee needs to address it quickly. The committee doesn't want to wait until November. It should be done very quickly, because the longer they wait the bigger the problem gets. Any cut only has an impact for part of the school year rather than the entire fiscal year. He did agree, and he was going to amend the resolution that the word teachers should be removed. It should encompass all contracts. He thought it would be valuable as a committee to know where they are financially as they move to settle those other contracts. He, for one, has no idea of where they are as to what money, if any, the committee has to offer the custodians, the secretaries, or any of the other employee groups with whom they still have to settle.

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Mr. Traficante moved to remove the word "teachers" in No.'s 1 and 3 and change "contract" to "contracts".

Ms. Iannazzi seconded the motion.

This Amendment was adopted unanimously.

Mr. Traficante moved to amend the last paragraph of this Resolution as follows: The last paragraph would read: no later than the



**November 14, 2005 School Committee meeting.**

**Ms. Iannazzi stated that this language would be contradictory. From the second paragraph, the School Committee directs the Superintendent “within one week” should be deleted. Mr. Traficante agreed.**

**Ms. Iannazzi seconded the motion.**

**Mr. Stycos urged the committee members to vote against this amendment. The problem at this point is the committee doesn't know where they are financially. This amendment is an attempt to get the committee an idea of where they are financially as soon as possible. Frankly, the committee should never have gotten themselves into the position where they don't know, but they are in this position; and it needs to be corrected quickly. Mr. Lupino interrupted Mr. Stycos and asked him that when he refers to knowing and not knowing to not refer to the entire committee. If he doesn't know, then state it that way. Do not include other members of the committee who say “we don't know.” Mr. Stycos asked Mr. Lupino or anyone else if they could outline where the \$1.8 million will come from. Mr. Lupino responded that in some respects he doesn't know, but at this point in time, he is not prepared to go with this entire resolution. He told Mr. Stycos that when he is speaking for himself to please speak for himself and not for the others. Mr. Stycos added that the final point he wanted to make was the fact that five members of the City Council**

attended this meeting and the Mayor in one way or another urging the committee to get a grip of where they are financially. These are the people who control the money, and the committee needs to show them that they are on top of this as quickly as possible because the committee will have to go to them next year in an election year and ask them for considerably more money than they have this year. They are not going to be in a mood to raise taxes. He felt that politically it makes sense to move quickly. He urged rejection of the amendment.

This Amendment was adopted with Mr. Stycos and Mr. Archetto opposed.

Ms. Iannazzi moved to cut No. 2 from this Resolution. She stated that since the City Council and/or the Mayor has not yet taken consideration of this matter, the committee should hold off and avoid creating chaos in the City. She does believe that the Council

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is going to act according to how they initiated they would in their consensus at the budget meeting. There are minutes that indicate that they plan to allocate an additional \$1 million from the surplus. Council Vice President McFarland tonight stated that she planned to allocate an additional \$1 million from the surplus so she would amend this Resolution to delete paragraph No. 2.

**Mr. Traficante seconded the motion.**

**This Amendment was adopted with Mr. Archetto and Mr. Stycos opposed.**

**Mr. Traficante stated that if the committee does not receive that \$1 million from the City Council as anticipated and as promised the committee has a whole new set of problems ahead of them. He is hoping that the City Council holds to their word, which he felt they were going to. He hoped that the Mayor would go along with it because the committee anticipated this money well in advance of their budget presentation and preparation. It is valuable money being put into the best places possible not only in negotiations but also other areas as well. That is a very important \$1 million. It poses a tremendous problem to the administration and to the committee if they have to find \$3.3 million rather than \$2.3 million.**

**Mr. Stycos stated that in light of what Mr. Traficante said earlier, the \$1.8 million should be changed to \$2.3 million.**

**Mr. Stycos moved to change No. 1 from \$1.8 million to \$2.3 million.**

**Mr. Archetto seconded the motion.**

**Mr. Lupino asked Mr. Balducci if he agreed with that figure, and Mr.**

**Balducci responded that he agreed with the \$2.3 million figure. Mr. Lupino also asked if the reports would be posted on the web site within ten days as are being requested in this Resolution. He further asked if it would be ten days of preparing them.**

**This Amendment was adopted unanimously.**

**Ms. Iannazzi moved to amend this Resolution as follows: To add Be it further resolved that these reports be posted on the school department's web site within ten days of November 14, 2005, and Be it further resolved that the Chairman schedule a Monday evening meeting no later than the December School Committee meeting to consider the reports.**

**Mr. Stycos commented that as he would read the Resolution as it stands now on the floor this meeting has to happen on or before November 14, 2005.**

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**Mr. Balducci stated that instead of issuing a separate report for this purpose, the reason the committee is pushing it to the November meeting is because of the budget revision document itself. Once it is approved by the School Committee, the next day it shows up on the school department's web site. When budget revisions 2, 3, and 4**

occur, they all appear on the web site.

Mr. Lupino asked Ms. Iannazzi if she wished to change her amendment to read “posted on the school department’s web site and strike within ten days and be it further resolved that there will be a meeting no later than November 14, 2005, but it will not be later than it will be on November 14th.

Ms. Iannazzi withdrew her previous amendment and offered the amendment stated by Mr. Lupino.

Mr. Traficante seconded the motion.

Mr. Stycos stated that one of his goals was that the information which is now the \$2.3 million be available to the public before the School Committee meeting so that they could look at it and make a quick comment on it. He doesn’t like the idea of posting it after the meeting. Mr. Lupino commented that the agenda for November 14th is published. The public has access to it the Friday before. Mr. Stycos responded that it is the report that is important. The agenda will simply state that there is a budget revision. He felt it was important for the public to see where this \$2.3 million will come from. He suggested posting it a week before the meeting. Ms. Iannazzi asked Mr. Balducci when he would have that document ready. Mr. Balducci stated that given the fact that the first revision is the major revision to the budget because of salary and other related items, he

usually has it prepared no earlier than the Wednesday the School Committee agenda packet goes out. The executive committee reviews it and allows him to send it out to the committee. It would be Monday, Tuesday, or the Wednesday of the week the packet goes out to the School Committee. Mrs. Ciarlo suggested that when the agenda goes out with the packet on the Wednesday, the committee has it first. On that Thursday, it could be posted on the web site. Nothing is sent out to the public that the School Committee has not seen first. There would still be time before the Monday. Mr. Balducci agreed. Mr. Stycos added that it would be five days before the meeting.

Ms. Iannazzi withdrew her previous amendment.

Ms. Iannazzi moved to change the paragraph to read: Be it further resolved that these reports be posted on the school department web site five days prior to the November 14, 2005 School Committee meeting.

Mr. Traficante seconded the motion.

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This Amendment was adopted unanimously.

**This Resolution as amended five times was adopted unanimously.**

**This Resolution now reads as follows:**

**SPONSORED BY MR. STYCOS AND MR. ARCHETTO**

**NO. 05-9-12 – Whereas, information is the key to good decision planning and decision making,**

**Be it RESOLVED that the School Committee directs the Superintendent to:**

- 1. prepare a detailed cut list outlining how she recommends paying for the \$2.3 million in unbudgeted costs resulting from the recently negotiated contracts.**
- 2. prepare a detailed financial estimate of the additional costs and savings due to the recently negotiated contracts in fiscal year 2006-2007 and 2007-2008.**

**Be it further RESOLVED that these reports be posted on the school department's web site five days prior to the November 14, 2005 School Committee meeting, and**

**Be it further RESOLVED that the Chairman schedule a Monday evening meeting, no later than the November 14, 2005 School Committee meeting, to consider the reports.**

## **ADMINISTRATION**

**NO. 05-9-13 – RESOLVED, that the Statement of Professional Relations between the Cranston School Committee and the Cranston Association of School Administrators through the Meet and Confer Process, as recommended by the Superintendent, be approved.**

**Moved by Ms. Iannazzi and seconded by Mrs. Greifer that this Resolution be adopted.**

**Mr. Stycos asked for a report on how this agreement was negotiated. At the beginning of the committee's contract negotiation season, Mr. Palumbo made a rule that anybody could attend any of the negotiations which he thought was a good decision. He had no idea that these negotiations were going on, and he asked how many meetings there were, who went to the meetings, and how did those people know about those meetings.**

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**In response, Mrs. Ciarlo stated that it has long been a practice in Cranston that they are not negotiating with a union. They are meeting and conferring with an administrative group. The practice has always**



been that the Superintendent or his or her designee works with a committee of administrators and brings forth a proposal. That took place over a very long period of time going back as far as last November. At a point where they felt it was ready to go before the committee for them to then meet and confer and enter into an agreement or look for changes was this past week. There was an opportunity at the work session for a lengthy discussion relative to every component of the document. Much of the language in the document remained the same. There was some clean up of language, but most of that remained the same. The bottom line obviously always has to deal with work conditions, health care, and salaries. Realizing that many of the administrators, when they are compared to other communities of like, are far below where they are. As far as negotiating, there was none. They don't negotiate with the administrators; they meet and confer with them. That is what they have done. She designated Mr. Scherza to be the point person on it, and after many lengthy discussions, both he and Mr. Frederick, who is the President of the Cranston Association of School Administrators, were ready to come forward. There was a lengthy work session this past Wednesday. Unfortunately, those sessions were moved to Wednesday by School Committee approval, but it meant that some people were unable to attend. She made sure that whatever material was given out for discussion that night was hand delivered to all members of the committee so that they would have an opportunity to ask questions or react to it. She heard from no one, but she doesn't know if Mr. Scherza, Mr. Lupino, or Mr. Frederick

heard from anyone.

Mr. Stycos asked if School Committee members prior to Wednesday night participate in discussions. In response, Mr. Scherza said that they did not participate in discussions in terms of any deliberations, however, anyone who wanted to, was briefed. He spoke with four or five people on the committee at least as these were happening. Mr. Stycos asked Mr. Scherza what he meant by anyone who wanted to would be briefed. Mr. Scherza responded that he briefed any member of the committee to where they were, and then a public work session was also scheduled to go over it clause by clause. Mr. Stycos asked that prior to the work session if any members of the School Committee were notified that this process was going on or what was being talked about. Mrs. Ciarlo responded that Chairman Palumbo knew that they were meeting and conferring with the Cranston Association of School Administrators since last November. Mr. Stycos asked if he was the only School Committee member who knew prior to Wednesday night. Mrs. Ciarlo responded that she didn't know who else he told. She assumed that everyone else knew. She knew that there were a number of e-mails that Mr. Scherza had received, and School Committee people are in and out of the building all of the time. There are people who have asked along the way what they were doing, and she told them that they were making progress. There were some large unions they were negotiating with, and when it came to the meet and confer group, they tried as much as possible to bring their package in line with where they thought the School

Committee was going to be. Some options were left open for School Committee members to decide, which they did. Mr. Stycos said that the question he was asking was about the involvement of School Committee members prior to Wednesday night, and it was his understanding that some School Committee members were involved prior to Wednesday night. He wanted to know what that involvement was and why certain members were involved and others were not.

Mr. Traficante stated that he was knowledgeable of what the contract consisted of prior to Wednesday night, and the reason was that he had a meeting with Mr. Balducci to discuss the Charter School budget. At that time, he showed him numbers regarding the negotiations that took place between Mr. Scherza, Mr. Frederick, and his negotiating team. He then went to Mr. Scherza and expressed his opinion regarding those numbers and the health care costs. He then called the Chairman up and expressed that same opinion to him as well. He expressed it to Mr. Stycos in negotiating session. Mr. Stycos pointed out that this was not a fair way of handling things. All should have equal access to information. For tonight's meeting, there is an agenda, and it has all kinds of detail on it. The reason meetings have agendas is so that people know what is going to be discussed so that if they want to come, they can come. The committee members received an agenda for Wednesday night, and it

said Executive Session with no details, and then it said discussion of the energy conservation. He made a decision to work that night because those were things he didn't absolutely have to be there for because an executive session traditionally at a work session involves discussion of appointments of personnel who need to be appointed quickly to fill vacancies. Afterwards, he found out that there was this big discussion about this CASA agreement that he didn't even know was going on. He felt this was unfair. Mr. Lupino interrupted and stated that his agenda said that there would be a discussion on CASA. Mr. Stycos gave Mr. Lupino a copy of his agenda. Ms. Iannazzi stated that the proposed contract was delivered with a note attached to it in preparation for the executive session. Mr. Stycos said that he had received it, but it was after he had made his plans based on this agenda. Mr. Lupino asked if he had received the notice, and he said that he did. He went on to say that there are laws in this State about open meetings and notice. Twenty-four hours is not sufficient under the law. As a member of the School Committee, he should be notified of what is going to happen at an Executive Session if it involves anything other than this appointment of a middle school assistant principal. Mr. Lupino said that he would understand that, however, he received the notice more than twenty-four hours before the meeting. It depends on what Mr. Stycos feels is important. Mr. Lupino said that everything the committee discusses at their work sessions has some importance. Mr. Stycos responded to Mr. Lupino that if he never has to work at night then it isn't a problem for him. Mr. Lupino said that he does, but he schedules his work around his

meetings.

Mr. Traficante commented that during the work session that evening the committee still didn't decide on the CASA contracts. There were still some questions, and the

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committee relayed those concerns and questions to Mrs. Ciarlo and Mr. Scherza. They met after that point in time regarding the information that they had acquired from Mr. Frederick. That is when they decided they had a deal. Mr. Lupino said that it was his recollection that Mr. Frederick did spend time with Mr. Stycos this evening going over the contract line by line which is exactly what went on at the work session. Mr. Stycos responded that at 7:00 p.m. he did do that. Mr. Lupino commented that without compromising what was said at that meeting basically the gist of the conversation turned to health care issues. Mr. Stycos asked Mr. Lupino if he were discussing items that were discussed in executive session, and Mr. Lupino said that he was not. Nothing was actually decided that evening. Mr. Stycos stated that he hoped in the future there would be a more open process.

Mr. Stycos referred to the costing of this agreement and indicated that he had received a costing. It does not include any numbers for year two or year three. He was told that it has been changed

somewhat. Again the committee is faced with a contract where they don't know what it costs. In response, Mr. Balducci stated that Mr. Stycos was correct. The figure has been reduced in year one. Originally they had it at approximately \$185,000 of a fiscal impact for the year they are in, but because of the agreement on the CASA group sharing 10% of the cost and a minor change in the professional development starting later on this year, he brought it down to approximately \$123,000 of an impact this year. For years two and three, he indicated that he would discuss just the salary implications. These numbers would be reduced somewhat because of the value of the 10% cost sharing and a full year of implementing the plan changes in the second and third years. It is approximately \$224,000 in year two and about \$215,000 in year three. Those are the salary related figures for this contract. Mr. Stycos asked how many people were included in this, and Mr. Balducci responded that he believed it was forty-five people. Mr. Stycos commented that in the second and third years it is about a \$5,000 raise each year. Mr. Balducci said that it was a combination of raise and steps.

Mr. Stycos asked the Superintendent where this money would come from and if the committee was locking in labor costs at a high level and then would the Superintendent be recommending next spring that the committee go Caruolo. Mrs. Ciarlo responded that she may have to recommend for other reasons, but they also reduced two positions which in of themselves would more than cover that first year cost. Mr. Stycos asked which positions they were, and Mrs.

**Ciarlo said they were the ESL Coordinator and the Elementary Math/Science positions were pseudo administrators and dried up.**

**Mr. Traficante said that because of the work shop Wednesday night the numbers changed because of the concerns the committee raised at that particular meeting. Mrs. Ciarlo stated that this school department has one of the finest groups of administrators in the State of Rhode Island. They work long hard hours. There are more people that do two jobs for the price of one than any other community. A great deal of the success**

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**of Cranston Public Schools is due to the fine administrators that there are in this organization. Despite difficult times, Cranston Public Schools has been able to intrigue other people to come and join them. She hoped that if the committee wants to have quality they will have to pay for it. She asked them to keep in mind that even after this three-year contract this district will still be lower than some communities are even today. She congratulated them for all their hard work and effort; they are excellent.**

**Mr. Lupino thanked Mr. Frederick for all his hard work in putting this together and to Mr. Scherza for his involvement in this. In particular, he thanked those who agreed to this cost share on the health care. This is what was originally budgeted in this budget, and they came to**

the plate and obliged the committee on this. He was glad that the committee had something going forward. Mr. Frederick had made some comments during some of the discussion about increases, and Mrs. Ciarlo mentioned it again that after three years even at his top step he is not at a level that some administrators in adjoining communities who don't have the performance that there is in this city he still won't be at that level after three years. This district has the numbers to show, and unfortunately the City Council members have left. Time and time again, it is said that the administrators, teachers, and entire staff are responsible for the success in this district. The committee keeps asking and no one tells them in addition to Mayor Laffey to show them a district that does it better for cheaper cost and the committee will do it. So far Cranston sets the tone, and this agreement will further better the district in the coming years.

This Resolution was adopted with Mr. Stycos and Mr. Archetto opposed.

Mr. Lupino called a five-minute recess at 9:20 p.m.

Mr. Lupino reconvened public session at 9:28 p.m.

**NO. 05-9-14 – RESOLVED**, that the agreement between the Cranston School Committee and the Cranston Teachers' Alliance, Teacher Assistant/Bus Aide Unit Local 1704, AFT, as recommended by the Superintendent, be approved.



**Moved by Ms. Iannazzi and seconded by Mrs. Greifer that this Resolution be adopted.**

**Mr. Stycos requested a brief summary of the provisions of this agreement. He did get in the mail an underlined contract indicating what was changed. He indicated that he had no idea what the raises were. Mr. Votto stated that the salary schedule was attached at the back of the agreement. Mr. Stycos remarked that it would be \$1.00 per hour increase in the first year. Mr. Votto noted that the second and third years are 3% cost sharing with plan changes very similar to the bus drivers of the Laborers' contract. The underlining shows where the changes took place in reference to the past contract.**

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**Some of the highlighted areas are the AEP Program which is in the contract, longevity was impacted as it was in the Laborers' contract; buy-back provision was also the same language as the bus drivers. Mr. Votto referred to page 27, No. F, of the contract. He asked if this contract had been costed. Mr. Balducci responded that the fiscal impact for**

**this year is approximately \$85,000. He was referring to salary only. This figure will be negated somewhat with cost sharing and plan design changes in the second and third years. In year two,**

**approximately \$59,000 and in year three \$61,000.**

**Mr. Stycos asked why the committee members couldn't get the costing information prior to two seconds before the vote. Mr. Balducci responded that in both cases because they were finalizing the contract, as early as this morning in the case of the teacher assistants, he was trying to get some cost estimates. The committee did receive some cost information regarding the CASA contract so he did have some information prior to this evening. Mr. Stycos responded that he received one year on the CASA contract. He felt that the administration should have this information to the committee ahead of time in order to have time to look at it before they take a vote.**

**This Resolution was adopted unanimously.**

**NO. 05-9-18 – RESOLVED, that at the recommendation of the Superintendent, the retirement of the following certified personnel be accepted:**

**Catherine M. Ciarlo, Superintendent**

**Central Administration**

**Effective Date: June 30, 2006**

**Moved by Mr. Traficante and seconded by Ms. Iannazzi that this Resolution be adopted.**

**Mr. Traficante stated that he and Catherine Ciarlo started their careers basically during the same decade. He has worked with her over a good period of time as a school administrator, school teacher, as a Councilman, and as a Mayor. The best way he could describe Catherine Ciarlo was to quote Robert Browning who said that people are never honored for what they gain or receive in life. People are honored for what they give of themselves to life and to their fellow man. Mr. Traficante went on to say that if they were to examine the personal life and professional life of Catherine Ciarlo, they would certainly find it testimony to the art of giving, the art of caring, and certainly the art of service. She is a person for all seasons in his opinion. He accepted her retirement with tremendous regret.**

**Mrs. Greifer commented that although she is new to this School Committee she has sat in the back of this room for quite a long time, and she has had contact with Mrs. Ciarlo going back to when her children were in elementary school back when she was Assistant Superintendent. Every encounter she has ever had with her has been a**

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**rewarding one. She is respectful, easy to work with, tough when she needs to be, but it has always been a good working relationship on her part with Mrs. Ciarlo. Like Mr. Traficante said, it was with great**

**regret that the committee had to accept her retirement.**

**Mr. Archetto echoed those words. He stated that he has served with Catherine only one year. She is highly intelligent, a hard worker, and under the physical restraints she has, it is amazing that she has the energy and endurance she has. She is an expert in her field, and it has been an honor to work with her. He has learned so much. She will be missed.**

**Ms. Iannazzi commented that a friend told her of the respect around the system for Catherine, and she came into this role somewhat skeptical, but Catherine has far exceeded every pre-conceived notion that is out there. She is amazing. She told Mrs. Ciarlo that she was looking at it a little differently. The committee has her until June 30th, and it is her job to learn as much as she can from her every day until then. She looks forward to working with Mrs. Ciarlo until then. She was sure there would be a lot more to say in June.**

**Mr. Lupino commented that there was a limited audience still present, and the committee will have their due chances to congratulate her. He is holding Mrs. Ciarlo to June 30th that she is not going anywhere. She has degrees from Rhode Island, Providence College, and Boston College. From 1960 to 1966, she had various elementary positions. For twenty years, she was Director of Reading Services; Director of Curriculum for another sixteen years; Assistant Superintendent; and Superintendent for as long as he has been on the School Committee**

which has been a fortunate thing for him. He understands Mr. Traficante's regret, but he thanked her for forty-six years. The committee can't ask for more than they have gotten from her. He wished she was twenty years younger when he started. He wished she could stay for another twenty years. The reality is that it is time for Mrs. Ciarlo to spend some time with her family and to give back to some of those people she has talked about such as the hospitals. There is nothing else more profound than to say thank you for the job and thank you for being the person you are.

Mrs. Ciarlo thanked the committee. She certainly appreciates all the nice comments they made. It has been a wonderful run. She has enjoyed it. It doesn't seem like forty-five years. She said that she is not going anywhere. She will be around the neighborhood. She will be volunteering, and who knows what mischief she might be up to next. She knows she won't be sitting home cooking. She does have a new automobile, and it may take her a year to learn how to drive it. It is time to do something different. She feels absolutely confident in leaving that there will be individuals in place that will take this school system from the very good school system it is and move it even more toward excellent. She thanked everyone for all they have done. She looks forward to the future.

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This Resolution was adopted unanimously.

**NO. 05-9-22 – RESOLVED, that at the recommendation of the Superintendent, the following non-certified employees be recalled from layoff:**

**Jo-anne Gesterling, Teacher Assistant  
Edgewood Highland School  
Effective Date: September 7, 2005**

**Cynthia Sweet, Teacher Assistant  
Gladstone School  
Effective Date: September 7, 2005**

**Kathleen Hassell, Teacher Assistant  
Dutemple School  
Effective Date: September 7, 2005**

**Deborah Vilardi, Teacher Assistant  
Stadium School  
Effective Date: September 7, 2005**

**Bettina Brothers, Case Manager  
Adult Education Program  
Effective Date: September 13, 2005**

**Moved by Ms. Iannazzi and seconded by Mrs. Greifer that this Resolution be adopted.**

**Ms. Iannazzi moved to amend this Resolution to accept Bettina Brothers, Case Manager in the Adult Education Program and to table the remaining names.**

**Mr. Traficante seconded the motion.**

**This Amendment was adopted unanimously.**

**This Resolution as amended was adopted unanimously.**

**This Resolution now reads as follows:**

**NO. 05-9-22 – RESOLVED, that at the recommendation of the Superintendent, the following non-certified employees be recalled from layoff:**

**Bettina Brothers, Case Manager**

**Adult Education Program**

**Effective Date: September 13, 2005**

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**NO. 05-9-32 - RESOLVED, that Policy No. 9300 (a), (b), (c), (d) (e), (g), (i), and (j) as amended, Rules of the School Committee, City of Cranston be approved for second and final reading.**

Moved by Mrs. Greifer and seconded by Ms. Iannazzi that this Resolution be adopted.

Mr. Stycos mentioned that on this version of the rules on page 9300(h), B Special Meetings, there was a discussion on this at the last meeting; and there was an amendment to change this from two to three members. The vote on that amendment was four in favor and three opposed. He believed that the committee incorrectly decided that this amendment had passed when, indeed, it had failed because it was amending the current rules because the current rules are two. It takes 2/3 vote to amend the rules. The motion to change from two to three failed four to three. It failed to get a 2/3 vote. He noted that a correction should be made on these rules that three needs to be changed to two.

Mr. Traficante indicated that that same evening Ms. Iannazzi had asked the question what the original rules stipulated, and the committee did not know that evening. Since then, the committee has been given that information, and Mr. Stycos is correct that it is two rather than three. Ms. Iannazzi added that the amendment did not prevail. It would revert back to two. The original amendment did not pass. Mr. Lupino stated that three should be stricken and two should be stated. He further commented that it was his intention that the committee has a fair amount of meetings, and there has been some discussion already about some people having work schedules. He



**felt the intent was that the committee not totally obliterate this School Committee with meeting upon meeting. As has been the practice, in the future even if two people call a meeting, it doesn't mean it automatically is a meeting. The committee still has to agree upon a date, time, and place for that meeting.**

**Mrs. Greifer moved to amend this Resolution. She referred to 9300(a), I, Section 1, which states: "In the absence of the chairperson, and in the event of a vacancy in the office of chairperson from any cause, the clerk of the committee shall assume the responsibilities of the chairperson and preside at all meetings of the committee. She further noted that on page 9300(c) D, 2 it states: "A vacancy in the office of chairperson and/or clerk shall be filled for the unexpired portion of time by a vote of the majority of the full committee (entire membership). Mrs. Greifer stated that this is somewhat contradictory.**

**Mrs. Greifer moved to amend as follows: adding at the ending of 9300(a), I "...until the committee acts pursuant to Section I, D, 2."**

**Ms. Iannazzi seconded the motion.**

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**Mrs. Ciarlo stated that she thought the first one had to do with if the**

committee was having a meeting such as tonight, and Mr. Palumbo was unable to be here, that the Clerk would assume the position of Chairperson. She asked if the second one was talking about an election that if they had a vacancy and are talking about having an election. Mrs. Greifer responded that in I, A. 1, it says “in the event of a vacancy..”. It doesn’t say absence, it says vacancy. She thought it was contradictory between those two sections. Mr. Traficante commented that one is of a temporary nature. For example, if the chairperson couldn’t be here for some personal reasons, the Chair is filled by the Clerk. In the second instance, it is more of a permanent situation where the member may have left the committee for a variety of reasons. Mr. Lupino clarified that on 9300(a), paragraph A, No. 1, the committee could strike out the words “...and in the event of a vacancy in the office of chairperson from any cause,” so that it would read: “In the absence of the chairperson, the clerk of the committee shall assume the responsibilities of the chairperson and preside at all meetings of the committee.”

Mrs. Greifer withdrew her original amendment.

Ms. Iannazzi withdrew her second.

Mrs. Greifer moved to amend this Resolution as follows on 9300(a), I, A., 1: “In the absence of the chairperson, the clerk of the committee shall assume the responsibilities of the chairperson and preside at all

meetings of the committee.” She is removing the words, “and in the event of a vacancy in the office of chairperson from any cause”.

There was no second to this amendment.

Mrs. Greifer moved to amend to add to 9300(a), I, A., 1 at the end of that paragraph add: “until the committee acts pursuant to Section 1 D 2.

There is no second to the motion.

Mr. Lupino stated that the current language remains.

Mr. Archetto stated that he felt it was dangerous to tamper with those parts of the rules especially when a member is ill at this time. The way it is stated here makes more sense. If the committee tampers with things, they may be opening up a can of worms.

Mr. Lupino stated that Mrs. Greifer’s language makes it more succinct because he takes it to mean that one is a temporary situation and the other is a permanent election; but the language doesn’t say that.

**Mr. Stycos thanked the committee for what he felt was a lot of work. They did a very nice job.**

**This Resolution as corrected was adopted unanimously.**

**NO. 05-9-33 - RESOLVED, that Policy No. 9300 (f) Section N, and 9300 (h) Section XI B, as amended, Rules of the School Committee, City of Cranston, be approved for first reading.**

**Moved by Mr. Traficante, seconded by Mrs. Greifer and unanimously carried that this Resolution be adopted.**

**NO. 05-9-34 - RESOLVED, that Policy No. 9361.2, as amended, By Laws of the School Committee, Special Meetings, be approved for first reading.**

**Moved by Ms. Iannazzi, seconded by Mr. Traficante and unanimously carried that this Resolution be withdrawn.**

**NO. 05-9-35 - RESOLVED, that Policy No. 9362, as amended, By Laws of the School Committee, Time and Place, be approved for first reading.**

**Moved by Ms. Iannazzi, seconded by Mr. Traficante and unanimously carried that this Resolution be adopted.**

**NO. 05-9-36 - RESOLVED, that Policy No. 8341, Internal Committee Operations, Types of Meetings, as amended, be approved for first reading.**

**Moved by Mrs. Greifer, seconded by Mr. Traficante and unanimously carried that this Resolution be withdrawn.**

## **TABLED RESOLUTION**

**NO. 05-7-15 – RESOLVED, that at the recommendation of the Superintendent, the termination of certified employee A be accepted.**

**No action was taken on this Resolution. It fell from the table.**

## **VI. SPEAKERS – Non-agenda Items**

**Connie Jacavone, 177 Florida Avenue – She stated that she was concerned about the Kindergarten classroom at Peters School. This is her first year of being in the Cranston School System. She has been a lifelong resident of Cranston, and she has**

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**always gone to the schools. Now she is a parent, and she is concerned about the large amount of kids in the classroom at Peters.**

The teacher has no one to help her. She is a new teacher to the school, and there is a new principal to the school. She understands there a lot of things to work out. She understands there is no money in the budget, but she doesn't understand how this teacher can possibly educate every child equally if she has such a large class with no help. Other area schools don't have that amount of kids in the classroom. Woodridge School has fourteen in the a.m. session, and eight in the p.m., and she doesn't know if the numbers have changed. At Stone Hill School, there are fifteen in the a.m. and fourteen in the p.m. Oak Lawn School is the only one that is a bit larger. They are twenty-two in the a.m. and p.m. sessions, but she has an aide. She understands that aides are necessary for IEP students, children who have disabilities, but her child's classroom doesn't have an aide and has a maxed out room. She has twenty-one in the afternoon. She started out with fourteen. The numbers are growing, and she believed that they were waiting for students to drop out and sometimes the numbers level off. She is concerned that the teacher has no help, and there is no help in sight. She wanted to make the committee aware of this situation. She didn't know if there was any way that this could be resolved. She had spoken with Mr. Scherza last week. She has been trying to get some answers right along since the first day of school. The teacher has had twenty-five enrolled since the day they went in for orientation, and she and many other parents are very concerned because, although there are no IEP's in the classroom, it seems like an awful lot for a teacher to manage twenty-five five year olds to get all their academics and still

have fun in Kindergarten. She asked for feedback from the committee.

Mr. Lupino commented that when they first spoke he had suggested that she switch her child to the afternoon session. There was a particular issue with Mrs. Jacavone where time constraint was very important to her with another child and a work schedule. He also recommended to her that she contact Mr. Scherza to see if she could get an exemption to have her child attend another school. Mrs. Jacavone responded that she did speak with Mr. Scherza about possibly bringing her child to another neighborhood school. She added that she wouldn't need a bus because she would be able to drop him off and pick him up. She thought this would alleviate the pressure on Mrs. Faria. If more parents did it, it would balance out the numbers in this school to other area schools. She was denied a permit.

Mr. Scherza stated that he and Mrs. Jacavone had spoken. Right now they are sorting through and not only moving teacher assistants around but also there is a possibility that there will be some movement by October 1st. He knows that this doesn't solve the problem immediately, but administration shares her concerns. He would certainly echo her concern and say that philosophically he is doing some things in the school system now that run 100% against what he thinks is good practice and that is twenty-five students in Kindergarten and first grade. Unfortunately, it is something the

district is faced with right now. When he and Mrs. Jacavone spoke, he told her to chin up, give it

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a try, and hopefully they can figure something out as they get toward the end of the month of September. There is a possibility, but he didn't want to make a promise and build up false hope until the opening did occur.

Mrs. Jacavone added that she was concerned because come October and nothing changes it is deeper into the school year, and now that there are problems with some students, she is not able to work with any students one on one. She is asking for help from other mothers. She is now a room mother, and another mother is assisting. She doesn't feel that parents are assistants; they are not aides and are not properly trained. She can help; she has helped out for five years. She has handed out crayons and paper. She is okay with helping as much as she can, but academically, the parents are not trained properly to help the students. She doesn't want any Kindergarten student to go through half the semester into December and then realize there is a problem and go at the School Committee full force. Mrs. Faria is doing the best job she can. If some of the students can be moved to a neighboring school the first or second week of school, then that would help everybody. It wouldn't help just one child or two; it would help the rest of the classmates who need attention or



those who could get into an accelerated program. She knows that she and Mr. Scherza share the same concerns, but she would like a resolution before October, November, or December come. She doesn't want to be angry at the committee half way through the year for something that could be rectified at the very beginning of the year.

Mr. Lupino indicated to Mr. Scherza that he was sure he had good reason to deny Mrs. Jacavone her request for an exemption. Mr. Scherza responded that all the things Mrs. Jacavone said are justifiable and he certainly doesn't argue with her. He did assure her that her comments have not fallen on deaf ears, but obviously they can't take any particular case in a vacuum. They will try to do the best they can balancing to work it out. Administration even said that they would try to get together.

Mr. Lupino stated that his concern as a School Committee member is the discrepancy Mrs. Jacavone brought up. As far as Oak Lawn School, twenty-two and twenty-one is about right; it shouldn't be any more than that. At one point in time, the district had aides for eighteen or more, and those days are gone because of budget constraints. He is concerned with Stone Hill and Woodridge Schools and even Stadium School with an aide there with twenty-two as opposed to twenty-five. Some of those issues need to be addressed with the School Committee as to why there is such a discrepancy with those numbers. They had talked about compacting back in the

summer, and it was a hodgepodge the way it was explained. The committee needs an explanation as to why it was done. He asked questions back then that still haven't been answered. This needs to be addressed soon.

Mrs. Jacavone pointed out that Hope Highlands School has twenty-one students with an aide. Orchard Farms School has three Kindergarten classes, and each one is under

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twenty. She wanted the committee to be aware of the numbers. She is not the only one who is upset by this. Mr. Lupinoi corrected a statement that Mrs. Jacavone had mentioned earlier. Mrs. Faria is a new teacher to the school, but she is not a new teacher to the school system. Mrs. Jacavone responded that she has been teaching Kindergarten for ten years. She is a wonderful teacher. For Mrs. Faria to get twenty-five students to do one project is beyond her. She is doing a great job with what she has, but she has expressed to Mrs. Jacavone that she has a criteria to meet every day, and she doesn't have any help. She has been unable to take these kids out to recess, and Mrs. Jacavone understood this because she has no help to watch twenty-five children who walk through the whole school to the other side to watch them for ten minutes and then rally them back up to take them back to the classroom to do their academics. Mr. Lupino commented to Mrs. Jacavone that she had made her point. He further

said that Mr. Scherza told her that they are targeting approximately October 1st which is not the middle of the year before a decision might be made to move people around. She could contact the committee and Mr. Scherza by e-mail.

Mr. Stycos stated to Mr. Scherza that the committee has been receiving an outline from him as to how many students are in each grade at each school. In the past, the committee received the population where it spelled out how many were in each elementary class. He thought it was much more helpful for the committee. Mr. Scherza responded that the committee will continue to receive the building organization. During the first three or four weeks the numbers may change by forty to fifty daily, and if he gave it to him, it would be obsolete by the end of the day. He had indicated previously that he would try to get that information to the committee by the end of next week. The numbers will be static and locked in place. Mr. Stycos asked if Mr. Scherza was waiting until October 1st to move an aide into the Peters classroom or decide if Mrs. Jacavone can move her child to one of these other schools where the classes are smaller.

Mr. Scherza said that it was both of those. As far as the aides are concerned, he was discussing it today. He apologized that it was something at the end of the day as only time permitted. He and Mr. Laliberte discussed it, and they will be going over it in the next day or two. It has been common that the teacher assistants have been moved around because they are still doing demittals as well as new registrations. Until they get the accurate data, they really can't do the

final piece. They will have those final pieces in next week. They will be able to finalize the numbers as to student placements and teacher assistant placements. Mr. Lupino noted to Mrs. Jacavone that the committee should know just before October 1st.

Frank Flynn, Cranston Teachers' Alliance President – Mr. Flynn stated that he felt compelled to speak on Resolution No. 05-9-22 that was tabled. It is the recall from layoff of four teacher assistants who were laid off for the entire past school year, and they are going into the second year of layoff. These positions are not new positions but are a result of positions that were left over from the teacher assistant jamboree or from resignations that have occurred. They are not newly created positions. These people

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have paid the deepest price of anyone in the school system over the past year. They are the lowest paid employees in the school system. It is even more troubling that the committee would separate a non-union employee that is a new position and approve that as a hire and not recall these four people. He found that even more bothersome. It doesn't make it any easier for these folks, and he hoped the committee would reconsider and do what they need to do to recall these people. Hopefully, the committee will get to those others behind them who are still in their second year of layoff.

**Moved by Mr. Traficante, seconded by Mrs. Greifer and unanimously carried that the meeting be adjourned.**

**There being no further business to come before the meeting, it was adjourned at  
10:20 p.m.**

**Respectfully submitted,**

**Anthony J. Lupino  
Clerk**

**Students        5111**

**Admissions**

**All children who reside in the City of Cranston and are of legal school age are eligible to attend school.**

**The admission of pupils shall be strictly in accordance with the**

**provisions of the School Committee policy.**

**Children between the ages of 6 and 16 (except those exempted by law) are required to attend full-time day school as required by Title 16 Rhode Island General Laws.**

**Legal Reference: General Laws of Rhode Island (as amended)**

**16-19-1 Attendance required**

**16-2-27 Eligibility for Attendance-Kindergarten**

**16-2-28 Eligibility of Attendance-First Grade**

**Policy adopted: March 20, 1972**

**Policy amended: April 25, 1977**

**Policy amended: August 15, 2005 CRANSTON PUBLIC SCHOOLS**

**Policy amended: September 19, 2005 CRANSTON, RI.**

**Resolution No.: 05-9-31**

**9300(a)**

## **Rules of the School Committee – City of Cranston**

### **I. The Presiding Officer**

**A. The chairperson of the School Committee shall preside at all meetings of the committee.**

**1. In the absence of the chairperson, and in the event of a vacancy in the office of chairperson from any cause, the clerk of the committee shall assume the responsibilities of the chairperson and preside at all meetings of the committee.**

**2. If at any meeting of the committee, both the chairperson and the clerk shall be absent, the School Committee shall elect, by majority vote of the members present, a presiding officer for the meeting.**

## **B. Duties of the Presiding Officer:**

**1. The presiding officer shall preserve order and decorum, shall speak on points of order in preference to other members, and shall decide all points of order. Decisions by the presiding officer on points of order are subject to an appeal to the School Committee by a motion regularly seconded. No other business shall be in order until the question on appeal shall have been decided by a majority vote of the School Committee members present.**

**2. The presiding officer shall set forth all principal questions in the order in which they are moved unless a subsequent or secondary motion be previous in its nature. If a subsequent or secondary motion be previous in nature, it shall be decided before the principal motion (question) can be acted upon except that in naming sums and in fixing times, the largest sum and the longest time shall be first.**

**3. The presiding officer may invite individuals and guests to the rostrum from time to time to address the School Committee at its regularly scheduled or special meetings.**

**9300(b)**

## **C. Duties of the Chairperson:**



**1. The chairperson shall appoint all committees of the School Committee and their respective chairperson with the exception of the School Buildings Committee and the Recreation Committee. The members of the aforementioned sub-committees shall be elected in the same manner as the chairperson and clerk at the organizational meeting. In addition, one alternate to the School Buildings Committee shall also be elected in the same manner.**

**2. Special and temporary sub-committees shall be appointed by the chairperson as the need arises to study special problems of concern to the School Committee. Temporary and special committees when formed shall be charged by the chairperson with specific responsibilities prepared in writing and approved by a majority vote of the School Committee. These sub-committees shall be discharged at the completion of their assignment or upon re-organization of the School Committee whichever comes first.**

**3. The chairperson shall exercise such powers and perform such duties that are fixed by statute and as usually devolve upon the presiding officer of the deliberative body.**

**4. The chairperson shall be authorized signatory to all legal documents.**

**5. The chairperson, with the assistance as necessary from the superintendent, shall represent the School Committee in all its official**

**functions.**

**a. Notification of these events shall be extended to every School Committee member.**

**6. As presiding officer during a School Committee meeting, the chairperson of the School Committee shall have the same rights and privileges which other School Committee members enjoy, including the right to vote on all matters before it and to be counted for the purpose of determining whether a quorum is present.**

**9300(c)**

**7. The chairperson shall have the right to entertain motions, and if the chairperson wishes to speak on the substance of a matter before the School Committee, the chairperson shall temporarily turn the chair over the clerk until such time that the chairperson has concluded his/her remarks.**

#### **D. Election of the Chairperson, Clerk, and Other Officers**

**1. The chairperson and the committee clerk shall be elected by a vote of the majority of the full committee (entire membership) at the organizational meeting, to serve for a term of two (2) years or at such time as either or both offices become vacant.**

**2. A vacancy in the office of chairperson and/or clerk shall be filled**

**for the unexpired portion of time by a vote of the majority of the full committee (entire membership.)**

## **II. Clerk**

**A. The clerk of the School Committee shall be responsible for complete and accurate records of all regularly scheduled and special meetings of the School Committee.**

**B. The clerk shall be authorized signatory for all invoices.**

**C. Payroll and Vendor warrants shall be approved and signed by the chairperson or clerk of the School Committee or by the superintendent of schools or his/her authorized representative.**

**D. The clerk shall maintain an accurate record of all tabled resolutions of the School Committee.**

## **III. The Quorum**

**A. A majority of the full School Committee shall constitute a quorum for the transaction of committee business at all meetings.**

**B. When a quorum is present, a majority vote shall be defined as a majority of the votes cast, which is sufficient for the adoption of any motion, except those requiring a majority of the full committee (entire**

**membership.)**

**9300(d)**

#### **IV. Meeting Conduct**

**A. All meetings of the committee or sub-committees shall be conducted according to “Robert’s Rules of Order.”**

**1. If Robert’s Rules of Order contradicts the Adopted Rules of the School Committee, the School Committee’s Rules shall prevail.**

**B. Rules may be suspended for good cause upon the vote of five (5) members.**

**C. Rules may be amended upon the vote of five (5) members.**

**D. All meetings of the School Committee shall be held in accordance with the Rhode Island Open Meetings Laws.**

#### **V. Consultants**

**A. The committee may employ consultants and/or legal counsel as it deems necessary by a majority vote of the members present.**

#### **VI. Decorum and Debate**

**A. Elected officials, municipal officials, school department officials, or any member of the public desiring to speak, shall address the**

**chairperson, and after having been recognized by the chair, shall not be interrupted while addressing the School Committee by any member of the committee except by (a) question of order; (b) a question of privilege; (c) the correction of a mistake; (d) a call to order.**

**B. The speaker shall confine his/her remarks to the merits of the pending question or concern, maintaining a courteous tone, refraining from personal remarks, refraining from attacking a committee member's motives and shall address all remarks through the chairperson. The measure, not the person(s) shall be the subject of debate.**

**C. It shall be the duty of the presiding officer to protect the speaker's right to address the committee.**

**D. It shall be the duty of the chairperson to request the speaker cease and desist if the rules of decorum are not adhered to. If the speaker continues to disobey the chairperson's direction, it shall be the duty of the chairperson to dismiss the speaker.**

**9300 (e)**

**E. During debate or during voting, no member of the public or official shall be permitted to disturb the assembly or hamper the transaction of business.**

**F. With the exception of public acknowledgements and commendations which may be approved by a voice vote, all voting shall be by roll call and the yeas and nays of the individual members shall be recorded in the record.**

**G. The roll call shall be taken by the Executive Secretary of the School Committee or his/her designee.**

**H. During a roll call vote, said roll call shall not be interrupted or stopped by the presiding officer or any member of the School Committee for any reason whatsoever including points of order, personal privilege or for a member to explain his/her vote.**

**I. The roll call of committee members shall be prescribed by the presiding officer.**

**J. No policy, resolution, motion or vote, except by motions of a purely procedural nature, shall be adopted by the committee, and no appointments or removal shall be made by less than the affirmative votes of a majority of all the members of the committee present.**

**K. When a principal question/motion is under debate, the chairperson shall recognize no subsequent motions except:**

**1. to adjourn (undebatable)**

- 2. to lay on the table (undebatable)**
- 3. to recess (debatable)**
- 4. to postpone to a day specified or indefinitely (debatable)**
- 5. to commit (debatable)**
- 6. to amend (debatable)**
- 7. to move the previous question (undebatable)**

**L. The aforementioned motions shall have precedence in the order here named.**

**M. Every member present, when a question/motion is put, shall vote thereon, unless they pass, abstain, or recuse themselves.**

**1. A member may recuse themselves from voting on an issue pursuant to State law by notifying the Chair and filing paperwork with the Secretary of State's office.**

**9300(f)**

**N. A motion to reconsider is in order at any time during the same meeting or at an adjourned meeting; however, the motion to reconsider must be made by a member of the committee who voted in the affirmative (with the prevailing side.) Any member can second the motion. When a motion to reconsider has been decided, the original vote is void.**

**O. If the presiding officer so directs, every motion shall be reduced to**

**writing.**

**P. No member of the committee shall speak more than once on the same question, until all other members of the committee desiring to speak thereon shall have done so.**

**Q. In the event of a tie vote related to matters of management and policy, the matter before the committee shall be tabled to the next scheduled or special meeting of the committee, where the matter can be voted on again. If the matter is tabled to the next scheduled meeting of the committee, debate can continue before the re-vote; however, for a matter to be considered by the committee again once placed on the table, a procedural motion must be made and seconded to “remove from the table.” A majority vote of the committee is required to remove a matter from the table.**

**R. Any member of the School Committee, except the chairperson, may make a motion and/or second another member’s motion.**

**S. Any member of the School Committee, including the chairperson, shall be entitled to introduce resolutions.**

#### **T. Seating**

**1. In addition to the members of the School Committee, the following members of the Administration shall be seated on stage with the Committee: (a) the Superintendent, (b) the Assistant Superintendent,**



**and (c) the School Committee secretary. In Budget sessions, the Executive Director of Business Management/Operations shall also join the Committee on stage.**

**2. Seating shall be assigned by the Chair of the School Committee. All members shall face one another and tables shall be set in a horseshoe shape.**

**9300(g)**

**3. A table shall be set up for the following Administration members in front of the public: (a) Executive Director of Business Management/Operations, (b) Executive Director of Human Resources and Public Relations, (c) Executive Director(s) of Education Programs and Services, and (d) Director of Plant Operations and Transportation.**

**U. Electronic Devices: Use of cell phones or electronic pagers are permitted only in silent / vibrate mode during any meetings of the School Committee.**

## **VII. Committees**

**A. The schedule and agendas of all sub-committees shall be established by the chairperson of each respective sub-committee.**

## **VIII. Tabled Resolutions**

**A. Any tabled resolution will be valid for a period of three (3) calendar months.**

## **IX. Public Accessibility**

**A. Citizens shall be entitled to be heard at all regular and special meetings, public budget work sessions, and scheduled hearings of the School Committee.**

**B. Any person wishing to speak before the Cranston School Committee on any agenda or non-agenda items shall sign a Speakers' sheet which will be available one-half hour prior to the start of each regularly scheduled meeting. Speakers shall list their name, address, and the issue upon which they wish to be heard.**

**C. The remarks of a citizen on agenda or non-agenda items of business shall be limited to a period not to exceed three (3) minutes during each regular or special meeting, public budget work session, or public hearing. The time constraint shall be extended to a period not to exceed five (5) minutes if requested by the citizen or School Committee member to the chairperson. The chairperson only will make that determination.**

**D. Nothing herein shall be construed as limiting the rights of the superintendent, legal counsel, consultants, or heads of several departments to be heard on agenda or non-agenda items.**

## **X. Notification to Members**

### **9300(h)**

**A. Written notice for all regular meetings shall be sent out from the superintendent's office so that the notices are in the hands of the full committee at least four days prior to the meeting. A complete agenda for the regular meeting must accompany every notice.**

**B. Notice for special meetings shall be sent in writing or email and by phone, with forty-eight (48) hours' notice except in an emergency, as determined by the chairperson and/or superintendent.**

## **XI. Types and Call of Meetings**

**A. Regular Meetings of the committee shall be held on the third Monday of each month at 7:00 p.m. unless the time and date be changed by a majority vote of the committee at a previous monthly meeting, with adjournment no later than 11:00 p.m. No new item of business shall be introduced after 10:30 p.m. All meetings shall be scheduled and be accessible to all.**

**1. The School Committee shall make every effort to not schedule its regular meeting on the same night as the regularly scheduled Council meeting.**

**B. Special Meetings of the committee shall be called by the**

**superintendent of public schools at the request of the chairperson or by a request in writing to the chairperson signed by two (2) members of the committee.**

**C. Organizational Meeting of the School Committee shall take place immediately following the swearing-in of the newly elected committee members which shall take place on the first Monday following the New Year.**

**D. Executive Meetings or sessions of the committee shall be called at such time and place as is required for free discussion of personnel or other matters included under RI Gen. Laws. 42-46-5, and by the affirmative vote of a majority of the members present, authorize the consideration of a closed session. The administration with the chairperson's consent shall submit to the School Committee an agenda for Executive Session of the items to be discussed, but not the specific content. Any tentative proposals for action taken at such closed sessions shall require confirmation at subsequent open meetings.**

**9300(i)**

**E. Work Sessions – The committee, upon the chairperson's consent, may meet for work/study sessions to exchange information and to develop understanding. The meeting shall be held in accordance with the RI Open Meetings Act.**

## **XII. Determining Agenda**

**A. The agenda for regular and special School Committee meetings shall be prepared in advance by the chairperson in cooperation with the superintendent.**

**B. All School Committee members and the superintendent are eligible to have items placed on the agenda.**

**C. Any School Committee member or the superintendent of schools who wishes an item or resolution placed on the agenda of any regular school committee meeting must submit that item or resolution to the superintendent's office or chairman, or in his absence, to the clerk at least five (5) business days (10:00 a.m.) in advance of the scheduled meeting.**

**D. The priority of listed items on the agenda shall be established in order of importance or urgency as determined by the chairperson.**

**E. All administrative items shall be available for review by school committee members on the Wednesday prior to the printing of the docket.**

## **XIII. Order of Business**

**A. At the commencement of each school committee meeting, the roll call shall be called, and if a quorum is present, the reading of the minutes of the previous meeting shall automatically be suspended**

**unless so noted by a majority of the school committee members present.**

**B. Committee Agenda:**

**1. Call to order – Executive Session**

**2. Executive Session**

**3. Call to order – Open Session**

**4. Roll call/Quorum**

**9300(j)**

**5. Executive Session minutes sealed**

**6. Minutes of previous meeting(s)**

**7. Public acknowledgements/Communications**

**8. Chairperson communications**

**9. Superintendent communications**

**10. School Committee member communications**

## **11. Public Hearing**

### **a. Students (agenda/non-agenda matters)**

### **b. Members of the Public (agenda matters only)**

**12. Consent calendar/consent agenda – The consent calendar or consent agenda is approved in its entirety. If a member removes an item for discussion, the item removed now becomes an action item. The consent items are generally routine in nature unless, as mentioned previously, a member of the committee requests its removal from the consent agenda to discuss/debate.**

**13. Action Calendar/Action Agenda – The action calendar or action agenda generally contains those items that require discussion/debate. Action items shall be voted upon by individual roll call of the members present.**

## **14. New Business**

## **15. Public Hearing on Non-agenda Items**

## **16. Announcement of future meetings**

## **17. Adjournment**

**Policy Adopted: September 19, 2005 CRANSTON SCHOOL  
COMMITTEE**

**9300 (a), (b),(c),(d),(e),(g),(i),(j) CRANSTON, RI**

**Resolution No.: 05-9-32**

**9361.2**

**WITHDRAWN**

**Bylaws of the School Committee**

**Special Meetings**

**Special meetings shall be called by the superintendent of schools at the request of the chairperson or by a request in writing to the chairperson signed by three (3) members of the committee.**



**Bylaws adopted:**

**Bylaws amended: CRANSTON PUBLIC SCHOOLS**

**Resolution No. CRANSTON, RI**

## **Bylaws of the School Committee**

### **Time and Place**

**Regular meetings of the School Committee shall be held on the third Monday of each month at 7:00 p.m. unless the time and date be changed by a majority vote of the committee at a previous monthly meeting, with an adjournment no later than 11:00 p.m. No new item of business shall be introduced after 10:30 p.m. All meetings shall be scheduled and be accessible to all.**

**The School Committee shall make every effort to not schedule its regular meeting on the same night as the regularly scheduled City Council meeting.**

**Legal Reference: Gen. Laws RI 1956 – Title 16 – Education 16-2-8**

**Policy Amended: March 21, 1983 CRANSTON PUBLIC SCHOOLS**

**Policy Amended CRANSTON, RI**

**Resolution No.:**

**WITHDRAWN 8341**

## **Internal Committee Operations**

### **Types of Meetings**

**1. Regular Meetings:** Regularly scheduled meetings may be of two kinds; business or educational. The latter type may be held for the purpose of reviewing and evaluating the school program or the development and discussion of policy.

**2. Special Meetings:** Such a meeting may be called, upon due notice as specified in the bylaws, by the chairperson of the committee, the superintendent of schools, or by written request of three members collectively in the event that the chairperson fails to act. Ordinarily, no business shall be transacted except that for which the meeting is called.

**3. Adjourned Meetings:** Such meetings shall serve as a continuation of a regular meeting and not as a special or called meeting.

**4. Executive Meetings:** Executive meetings or sessions of the committee shall be called at such time and place as is required for free discussion of personnel or other matters which are not appropriate for public announcement until fully developed. Any tentative proposals for action taken at such closed sessions shall require confirmation at subsequent open meetings.

**5. Study Sessions:** The committee may meet for study sessions to exchange information and develop understanding.

**Legal Reference:** General Laws of Rhode Island, 1956-Title 16 – Education

**16-2-8** Regular meetings of committee

**16-13-4** Hearing on dismissal for cause – Appeals

**Policy Adopted:** November 4, 1969 CRANSTON PUBLIC SCHOOLS

**Policy Amended:** CRANSTON, RI

**Resolution No.:**